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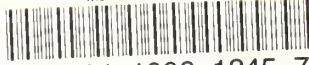
Report and Recommendations of the Montana Salary Commission

November 15, 1976

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MONTANA SALARY COMMISSION

REPORT AND RECOMMENDATIONS
TO THE
FORTY-FIFTH LEGISLATURE

November 15, 1976



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REPORT AND RECOMMENDATIONS

1976

Pursuant to Article XIII, Section 3, of the Montana Constitution, and the implementing legislation, Sections 59-1401 through 59-1404, the Montana Salary Commission submits its 1976 Report and Recommendations.

The Commission's 1976 report supplements the Commission's 1974 and 1973 reports. The material in the appendices includes additions to the position descriptions of some elected officials as originally outlined in the 1973 report, new material relevant to the office of Commissioner of Campaign Finances and Practices, material on the salary and compensation of legislators, a list of the 100 top-paid state employees, and a table depicting the current salaries and extra benefits afforded certain state officials and employees.

The Commission recommends the increases in salaries as set forth in attached Exhibit A. We most respectfully urge the legislature to give these recommendations serious consideration. These salary recommendations are consistent with the recommendations contained in this Commission's previous reports.

In arriving at the recommendations contained herein, which were unanimously agreed upon, the Commission undertook an exhaustive study of several factors. Besides the effects of inflation and the comparative salaries of elected officials in other states, the Commission considered the fringe benefits accorded elected officials, the salaries of state employees who work under the elected officials, the duties and workloads of the offices concerned, and the dignity and responsibilities commensurate with each office.

The Commission believes that the Governor, as the state's chief executive, should receive the highest salary. A Governor is much like the director of a corporation who operates under a board of directors. And in Montana, the largest "corporation" is the state. Moreover, at present, many of the Governor's assistants receive a higher salary than he does and of the 100 top-paid state employees the Governor ranks sixty-second.

As with its recommendation for the Office of Governor, the Commission recommends substantial increases for the other elected officials. Of all of the elected officials, only the Governor ranks among the 100 top-paid state employees. The Attorney General, as the state's number one legal officer, is at present vastly under-compensated. Likewise, the Superintendent of Public Instruction, who is responsible for all elementary and secondary education in the state, receives almost 50 percent less than the Commissioner of Higher Education. In the judicial branch, the Commission believes that the Chief Justice of the Supreme Court is a position equivalent to a federal district judge and should be so compensated. And similarly, the other judicial officials should be compensated accordingly.

The Commission declined to make a recommendation on the salary and compensation of legislators. During the 1975 legislative session, the legislature tied their salary to the state wage and classification plan, apparently with the intention to avoid dealing with legislator's salaries in subsequent sessions. Tied to the state pay plan, salaries rise automatically with a cost of living factor each biennium.

In 1975 the legislature also added the office of Commissioner of campaign finances and practices to the list of offices for which the Commission is responsible for making salary recommendations. The Commission believes that the legislature adequately compensated this office when it was established. Therefore, we recommend only a cost-of-living increase for the Commissioner of Campaign Finance and Practices.

The Commission strongly urges your serious consideration of its recommendations. We believe that if our recommendations are considered in the same light in which they were made, they will receive favorable action.

Respectfully submitted,

MONTANA SALARY COMMISSION

Dr. Willard Bennett, Chairman
Columbia Falls, Montana

Mrs. Yvonne Bradford, Co-Chairman
Missoula, Montana

Arnold Berger
Billings, Montana

Mrs. Jean LeBar
Billings, Montana

Milton Datsapoulos
Missoula, Montana

Carl Rostad
Martinsdale, Montana

Maurice Hennessey
Butte, Montana

RECOMMENDATIONS

<u>BRANCH</u>	<u>PRESENT SALARY</u>	<u>RECOMMENDED SALARY</u>
<u>*Legislative</u>		
Legislator	\$ 3,483	\$ N/A
<u>Executive</u>		
Governor	30,000	42,500
Lieutenant Governor	20,500	30,000
Secretary of State	18,000	25,000
Attorney General	25,000	40,000
State Auditor	18,000	25,000
Superintendent of Public Instruction	20,000	38,000
Public Service Commissioner	18,000	25,000
Commissioner of Campaign Finances and Practices	21,000	22,500
<u>Judicial</u>		
Chief Justice of Supreme Court	28,000	42,000
Associate Justices of Supreme Court	27,000	41,500
Clerk of Supreme Court	14,000	25,000
District Judges	25,000	40,000

*Legislative salary is effective January 3, 1977. Because the Legislature placed itself in the state pay plan, the Salary Commission declined to make a recommendation for legislative pay.

Ranked Income for Legislators
in Ten Western States

<u>State</u>	<u>Salary</u>	<u>Fixed Expenses</u>	<u>Total Compensation Annual</u>
Colorado (a)	*\$12,000/yr.	\$1,050/yr. (max.)	\$13,050
Arizona (a)	\$6,000/yr.	\$20/diem in session	7,800
Idaho (a)	\$600/session	\$35/diem in session	3,865
Nevada (b)	\$3,600/session (max.)	\$40/diem in session \$370/session	3,785
New Mexico (a)	None	\$40/diem in session	3,600
MONTANA (b)	*Grade 8, step 1 IN SESSION	\$40/DIEM IN SESSION	3,483
Utah (a)	\$25/diem in session	\$15/diem in session	3,200
South Dakota	\$5,000/bien.	\$25/diem in session	3,063
Wyoming (a)	\$15/diem in session	\$36/diem in session	2,705

*Effective January 3, 1977.

(a) Annual sessions.

(b) Biennial sessions.

Ranked Income for Legislators
in the Thirteen Least Populous States

<u>State</u>	<u>Salary</u>	<u>Fixed Expenses</u>	<u>Total Compensation Annual</u>
Alaska (a)	\$14,720/yr.	\$35/diem in session	\$18,720
Hawaii (a)	\$12,000/yr.	\$45/diem in session	13,500
Delaware (a)	\$9,000/yr.	None	9,000
Maine (a)	\$3,850/biennium	\$18/diem in session	5,568
Vermont (c)	\$4,500/biennium (max.)	\$8/diem in session	5,484
Idaho (a)	\$600/session (max.)	\$45/diem in session \$3.50/diem interim	3,865
Nevada (b)	\$3,600/session (max.)	\$40/diem in session \$370/session	3,785
MONTANA (b)	*Grade 8, step 1, IN SESSION	\$40/DIEM IN SESSION	3,483
South Dakota (a)	\$5,000/biennium	\$25/diem in session	3,063
Wyoming (a)	\$15/diem in session	\$36/diem in session	2,705
North Dakota (b)	\$5/diem in session	\$60/diem in session \$50/month	2,000
Rhode Island (a)	\$5/diem in 60 legislative days (max.)	None	600
New Hampshire (b)	\$200/biennium	None	100

*Effective January 3, 1977.

(a) Annual sessions.

(b) Biennial sessions.

(c) Vermont legislature may divide biennial sessions so as to meet every year.

Ranked Income for
Governors in Ten Western States

<u>State</u>	<u>Governor Income Rank</u>	<u>Salary Rank</u>
Wyoming	1	\$45,000
Colorado	2	40,000
Arizona	3	35,000
Utah	3	35,000
New Mexico	3	35,000
Idaho	4	33,000
MONTANA	5	30,000
South Dakota	6	27,500
North Dakota	6	27,500

Ranked Income for
Governors in the Thirteen Least Populous States

<u>State</u>	<u>Governor Income Rank</u>	<u>Salary Rank</u>
Hawaii	1	\$50,000
Alaska	1	50,000
Wyoming	2	45,000
Rhode Island	3	42,500
Nevada	4	40,000
Vermont	5	36,770
Maine	6	35,000
Delaware	6	35,000
New Hampshire	7	33,741
Idaho	8	33,000
MONTANA	9	30,000
South Dakota	10	27,500
North Dakota	10	27,500

Ranked Income for Lieutenant
Governors in Ten Western States

<u>State</u>	<u>Lt. Gov. Income Rank</u>	<u>Salary Rank</u>
Colorado	1	\$25,500 (a)
MONTANA	2	20,500 (a)
New Mexico	3	15,000 (a)
Idaho	4	8,000 (b)
Nevada	5	6,000 (b)
North Dakota	6	5,000 (b)
South Dakota	7	4,500 (b)
Arizona	--	0 (c)
Wyoming	--	0 (c)
Utah	--	0 (c)

Ranked Income for Lieutenant Governors
in the Thirteen Least Populous States

<u>State</u>	<u>Lt. Gov. Income Rank</u>	<u>Salary Rank</u>
Hawaii	1	\$45,000 (d)
Alaska	2	43,999 (d)
Rhode Island	3	25,500 (a)
MONTANA	4	20,500 (a)
Vermont	5	16,170 (a)
Delaware	6	12,000 (b)
Idaho	7	8,000 (b)
Nevada	8	6,000 (b)
North Dakota	9	5,000 (b)
South Dakota	10	4,500 (b)
Maine	--	0 (c)
Wyoming	--	0 (c)
New Hampshire	--	0 (c)

(a) Full-time position.

(b) Part-time position.

(c) No office of Lieutenant Governor.

(d) Lieutenant Governor and Secretary of State are the same office in Hawaii and Alaska.

EXHIBIT E

Ranked Income for
Secretaries of State in Ten Western States

<u>State</u>	<u>Secretary of State Income Rank</u>	<u>Salary Rank</u>
Wyoming	1	\$28,000
Colorado	2	25,000
Nevada	2	25,000
New Mexico	3	24,000
North Dakota	4	22,500
Arizona	5	22,000
Utah	6	21,996
Idaho	7	21,500
MONTANA	8	18,000
South Dakota	9	17,500

Ranked Income for
Secretaries of State
in the Thirteen Least Populous States

<u>State</u>	<u>Secretary of State Income Rank</u>	<u>Salary Rank</u>
Hawaii	1	\$45,000 (a)
Alaska	2	43,999 (a)
Wyoming	3	28,000
Rhode Island	4	25,500
New Hampshire	5	25,101
Nevada	6	25,000
North Dakota	7	22,500
Idaho	8	21,500
Vermont	9	20,270
Maine	10	20,000
Delaware	11	19,900
MONTANA	12	18,000
South Dakota	13	17,500

(a) Secretary of State and Lieutenant Governor are same office in Alaska and Hawaii.

Ranked Income
for Attorneys General in Ten Western States

<u>State</u>	<u>Attorney General Income Rank</u>	<u>Salary Rank</u>
Colorado	1	\$32,500
New Mexico	2	30,000
Nevada	2	30,000
Arizona	3	27,500
Wyoming	4	26,500
Idaho	5	25,000
MONTANA	5	25,000
North Dakota	5	25,000
Utah	6	24,996
South Dakota	7	23,000

Ranked Income for
Attorneys General in the Thirteen Least Populous States

<u>State</u>	<u>Attorney General Income Rank</u>	<u>Salary Rank</u>
Alaska	1	\$48,576
Hawaii	2	42,500
Rhode Island	3	31,875
Delaware	4	30,000
Nevada	4	30,000
New Hampshire	5	28,846
Wyoming	6	26,500
Maine	7	25,500
MONTANA	8	25,000
Idaho	8	25,000
North Dakota	8	25,000
Vermont	9	24,620
South Dakota	10	23,000

Ranked Income for
Treasurers in Ten Western States

<u>State</u>	<u>Treasurer Income Rank</u>	<u>Salary Rank</u>
Wyoming	1	\$28,000
Colorado	2	25,000
New Mexico	3	24,000
Nevada	4	22,500
North Dakota	5	22,000
Idaho	6	21,500
Utah	7	21,000
Arizona	8	19,000
*MONTANA	9	18,000
South Dakota	10	17,500

Ranked Income for
Treasurers in the Thirteen Least Populous States

<u>State</u>	<u>Treasurer Income Rank</u>	<u>Salary Rank</u>
Hawaii	1	\$42,500
Alaska	2	42,372
Wyoming	3	28,000
Rhode Island	4	25,500
New Hampshire	5	25,456
Nevada	6	22,500
North Dakota	7	22,000
Idaho	8	21,500
Vermont	9	20,270
Delaware	10	18,000
MONTANA	10	18,000
South Dakota	11	17,500
Maine	12	15,000

*Montana's Treasurer is no longer an elected official, as of January 3, 1977. Consequently, the Salary Commission did not consider making a salary recommendation for this office.

Ranked Income for
Auditors in Ten Western States

<u>State</u>	<u>Auditor Income Rank</u>	<u>Salary Rank</u>
Colorado	1	\$38,500
Arizona	2	32,915
Wyoming	3	28,000
New Mexico	4	24,000
Nevada	5	22,500
North Dakota	5	22,500
Idaho	6	21,500
Utah	7	21,000
MONTANA	8	18,000
South Dakota	9	17,500

Ranked Income for
Auditors in the Thirteen Least Populous States

<u>State</u>	<u>Auditor Income Rank</u>	<u>Salary Rank</u>
Hawaii	1	\$42,500
Alaska	2	39,372
New Hampshire	3	28,644
Wyoming	4	28,000
Rhode Island	5	25,198
Nevada	6	22,500
North Dakota	6	22,500
Idaho	7	21,500
Vermont	8	20,270
Delaware	9	18,000
MONTANA	9	18,000
Maine	10	17,500
South Dakota	10	17,500

Ranked Income for
Education Heads in Ten Western States

<u>State</u>	<u>Education Head Income Rank</u>	<u>Salary Rank</u>
Utah	1	\$39,276
Colorado	2	37,000
New Mexico	3	32,340
Wyoming	4	28,000
Nevada	5	27,720
South Dakota	6	25,000
Arizona	7	24,000
Idaho	8	23,000
North Dakota	9	22,500
MONTANA	10	20,000

Ranked Income for
Education Heads in the Thirteen Least Populous States

<u>State</u>	<u>Education Head Income Rank</u>	<u>Salary Rank</u>
Alaska	1	\$48,576
Delaware	2	44,838
Rhode Island	3	42,500
Hawaii	3	42,500
Vermont	4	28,640
Wyoming	5	28,000
Nevada	6	27,720
Maine	7	25,500
New Hampshire	8	25,216
South Dakota	9	25,000
Idaho	10	23,000
North Dakota	11	22,500
MONTANA	12	20,000

Ranked Income for
Public Utility Commissioners in Ten Western States

<u>State</u>	<u>Public Utility Commissioner Income Rank</u>	<u>Salary Rank</u>
Colorado	1	\$33,000
Nevada	2	27,123
Utah	3	25,812
Idaho	4	25,000
New Mexico	5	23,652
Wyoming	6	23,500
Arizona	7	22,500
North Dakota	7	22,500
MONTANA	8	18,000
South Dakota	9	13,000

Ranked Income for
Public Utility Commissioners in the Thirteen
Least Populous States

<u>State</u>	<u>Public Utility Commissioner Income Rank</u>	<u>Salary Rank</u>
Alaska	1	\$41,064
Hawaii	2	38,250
Rhode Island	3	30,549
Vermont	4	28,170
Nevada	5	27,123
Idaho	6	25,000
Wyoming	7	23,500
North Dakota	8	22,500
Maine	9	21,000
New Hampshire	10	19,713
MONTANA	11	18,000
Delaware	12	17,000
South Dakota	13	13,000

Ranked Income for
Highest Courts in Ten Western States (a)

<u>State</u>	<u>Highest Court Income Rank</u>	<u>Salary Rank</u>
Arizona	1	\$37,000
Colorado	2	35,000
Nevada	2	35,000
Wyoming	3	32,500
New Mexico	4	32,000
North Dakota	4	32,000
Idaho	5	30,000
Utah	5	30,000
South Dakota	6	28,000
MONTANA	7	27,000

Ranked Income for
Highest Courts in the Thirteen Least Populous States (a)

<u>State</u>	<u>Highest Court Income Rank</u>	<u>Salary Rank</u>
Alaska	1	\$52,992
Hawaii	2	45,000
Delaware	3	42,000
Nevada	4	35,000
New Hampshire	5	34,060
Rhode Island	6	33,000
Wyoming	7	32,500
North Dakota	8	32,000
Idaho	9	30,000
Vermont	10	29,900
South Dakota	11	28,000
MONTANA	12	27,000
Maine	13	26,000

(a) Figures do not include Chief Justice's salary if it is more than Associate Justices'.

Ranked Income for
Clerks of the Supreme Court in
Ten Western States

<u>State</u>	<u>Clerk Income Rank</u>	<u>Salary Rank</u>
Colorado	1	\$29,900 (a)
Utah	2	23,364 (a)
Idaho	3	22,092
Nevada	4	20,488
Arizona	5	17,800
New Mexico	6	16,200
South Dakota	7	15,600
Wyoming	8	15,000
North Dakota	9	14,910
MONTANA	10	14,000

Ranked Income for
Clerks of the Supreme Court in
the Thirteen Least Populous States

<u>State</u>	<u>Clerk Income Rank</u>	<u>Salary Rank</u>
Hawaii	1	\$40,000 (a)
Alaska	2	30,408
Vermont	3	26,470 (a)
Idaho	4	22,092
New Hampshire	5	21,875
Nevada	6	20,488
Rhode Island	7	19,982 (b)
Maine	8	19,500 (c)
South Dakota	9	15,600
Wyoming	10	15,000
North Dakota	11	14,910
MONTANA	12	14,000
Delaware	13	11,100

(a) Court administrator salary.

(b) Average salary.

(c) Combined salary as court administrator and Clerk of
Supreme Court.

APPENDIX I

ADDITIONS TO POSITION DESCRIPTIONS

NOVEMBER 1976
MONTANA SALARY COMMISSION



State of Montana
Office of The Attorney General

STATE CAPITOL
HELENA, MONTANA 59601

ROBERT L. WOODAHL
ATTORNEY GENERAL

August 27, 1976

Mr. Richard Hargesheimer
Legislative Council
State Capitol
Helena, MT 59601

Dear Mr. Hargesheimer:

I am in receipt of your recent letter wherein you asked for my review of the duties of the attorney general for the Montana Salary Commission.

The Commission's report of 1973 is basically complete. The legislature has increased my duties in two separate areas:

1. Section 81-401(6) has been amended to provide that city attorneys may request legal opinions from the attorney general.
2. The legislature enacted section 79-2315 which requires the attorney general to prosecute public offenses that are disclosed by the legislative auditor.

I hope that this information will be of assistance to you.

Very truly yours,

A handwritten signature in dark ink, appearing to read "Robert L. Woodahl", written over a horizontal line.

ROBERT L. WOODAHL
Attorney General

RLW:ch

PUBLIC SERVICE COMMISSION

1227 11th Avenue • Helena, Montana 59601
Telephone: (406) 449-3007 or 449-3008

Gordon Bollinger, Chairman
P J Gilfeather
Thomas Monahan
James R Shea
George Turman

September 16, 1976

Mr. Richard Hargesheimer, Researcher
Montana Salary Commission
Legislative Council
State Capitol
Helena, Montana 59601

Dear Dick:

Since the Montana Salary Commission's 1973, report there have been several changes in the Public Service Commission. The Legislature established the new five member district elected Public Service Commission which assumed office in January, 1975. Also, as a result of constitutional convention action the Legislature has established the office of the Consumer Counsel which has broadened the scope of operation of the Commission. The new Commission has instituted projects in the area of energy conservation and revamped major utility rate hearing processes. The inception and implementation of the Montana Administration Procedures Act has also expanded the Commission's workload. With these and many other changes in process the Commission takes the opportunity to submit the enclosed changes for the consideration of the Montana Salary Commission.

Sincerely yours,


JAMES P. DWYER, Administrator
Centralized Services Division

JPD/mc

HIGHEST SALARIES IN THE OFFICE
OF THE PUBLIC SERVICE COMMISSION

Administrator of Utility Division	\$19,880
Attorney (2)	19,579
Public Service Commissioners (5)	18,000
Administrator of Centralized Services	17,586
Administrator of Transportation	17,259

Date: September 16, 1976

Position: Public Service Commission

POSITION PURPOSE

To supervise and regulate the operations of public utilities in conformity with those defined in Sec. 70-101, RCM 1947.

NATURE AND SCOPE

The Board of Railroad Commissioners was established under Chapter 37 of the 1907 Laws of Montana. Sec. 82A-1701, RCM 1947, created the Department of Public Service Regulation. Chapter 339 of the Laws of 1974 abolished the three member Public Service Commission and replaced it with a five member Public Service Commission.

The Department of Public Service Regulation has the following duties:

1. General supervision, control and regulation of rates, fares, charges, service facilities and safety regulations relating to transportation by rail.
2. Supervision, regulation and control over all public utilities, including municipally owned utilities, furnishing water, electricity, gas heat, power, telephone or telegraph service except electric and telephone cooperatives. Regulation includes all matters relating to rates, services and facilities.
3. Supervision of rates, charges, services and facilities of common carriers of petroleum and petroleum products by pipeline.
4. Supervision and enforcement of laws and regulations relating to overhead construction of electrical construction.
5. Creation, service, regulation and control over "for-hire" motor vehicles operating upon the public highways of the State of Montana, with certain exceptions.
6. Approval or disapproval of the issuance of securities by jurisdictional electric or gas public utilities.

GOAL

The supervision, regulation and safety inspection of railroads, motor carriers, public utilities and pipelines in order to assure the consuming public of safe and adequate transportation and utility services at a just and reasonable rate.

OBJECTIVES

1. To develop criteria and format, increase staff capabilities, and promote increased public participation in all rate increase filings.
2. To require that all regulated motor carriers are properly insured.
3. To insure that discrimination or preferential treatment does not exist in the area of rates or service to like classes of shippers.
4. To insure constant public access to information concerning rates, service and scope of authority of all regulated companies.
5. To insure that all regulated companies provide services as described in their tariff.
6. To prevent unfair competition practices by having all motor vehicles operating for hire in Montana in compliance with prescribed regulations to include safety.
7. To investigate and report on all accidents, fatal and non-fatal, involving a regulated company.
8. To coordinate with other state and federal agencies regarding energy planning and conservation.
9. To provide an effective internal administrative system which provides accounting, budgeting, and personnel support to the goals and objectives of the Department.

Change #2 Cont'd

PERFORMANCE INDICATORS

	<u>1st Half</u> <u>FY75</u>	<u>2nd Half</u> <u>FY75</u>	<u>FY76</u>
Program Cost	272,569	272,569	728,428

PERFORMANCE

Collections	167,032	167,032	378,562
-------------	---------	---------	---------

HEARINGS CONDUCTED

PC&N	30	15	31
Rate	10	6	10
Utility	2	3	12
Railroad	7	6	5

ORDERS ISSUED

Granting Authority	36	13	27
Denying Authority	1	5	6
Proposed Orders	8	5	3
Amending Orders	1	2	
Granting Rate Increase	11	3	30
Denying Rate Increase	2	2	
Proposed Rate Order	1	3	
Amending Rate Order	1		1
Variance Order		1	
Vacating Order	4	3	9

ORDERS TO SHOW CAUSE

Motor Carrier	80	75	229
Utility			2
Security Issuance	13	13	26
Declaratory Rulings	3		

TARIFFS

Accepted For Filing	60	28	46
Suspended	6	10	23
Denied as Incomplete		1	
Water Rates		7	16
Rescinded		1	
Revisions		3	4

Change #2 Cont'd

	<u>1st Half FY75</u>	<u>2nd Half FY75</u>	<u>FY76</u>
<u>MOTOR CARRIER AUTHORITY</u>			
<u>LEASES</u>			
Granted	13	20	44
Denied		1	5
<u>TEMPORARY AUTHORITY</u>			
Granted	22	12	29
Denied	3	2	7
Extension Granted	20	17	35
Extension Denied			1
Cancellations	38	33	78
Voluntary Suspension	47	18	53
Extension of Suspension		7	19
<u>SALE AND TRANSFER</u>			
Approved	46	29	61
Denied		1	3
<u>APPLICATIONS</u>			
Granted	18	13	28
Denied	5	2	6
Transfer C-B			1
Reactivation	8	1	1
Granted			1
Denied			1
Filing Time Schedule		7	19
<u>FUEL SURCHARGE</u>			
Approved		3	7
Increased		2	5
Revision of Authority	6	2	5
Petition for Self Insurance		3	5
Interstate Permits Registered	52		

Change #2 Cont'd

	<u>1st Half FY75</u>	<u>2nd Half FY75</u>	<u>FY76</u>
<u>RAIL MATTERS</u>			
Application for Direct Agency Service		1	0
<u>PETITION FOR ABANDONMENT</u>			
Granted	15	7	4
Denied		1	3
<u>UTILITY</u>			
<u>PETITION FOR TAPPING FEE</u>			
Denied		1	
<u>GAS SERVICE AGREEMENTS</u>			
Approved	4	9	14
Denied		1	
<u>FPC ACTIONS</u>			
Protested		1	1
Intervention		1	1
<u>PETITION FOR INTERIM RATE INCR.</u>			
Approved		1	1
Denied			4
Petition for Intervention		2	16
Gas Consevation Rule Making		2	
Approved Filing Dep. Rates	3		2
Consumer Complaints Filed and Resolved			----
<u>GENERAL ADMINISTRATIVE</u>			
<u>PETITION FOR RECONSIDERATION</u>			
Granted		4	1
Denied		7	1
Consultants Contracted		5	12

Change #2 Cont'd

	<u>1st Half</u> <u>FY75</u>	<u>2nd Half</u> <u>FY75</u>	<u>FY76</u>
<u>PETITION FOR EXTENSION OF TIME</u>			
Granted		7	17
Denied		2	1
<u>GENERAL ADMINISTRATION</u>			
Petition for Withdrawal		4	2
Petition for Oral Argument	1	4	3
Petition for Finding of Facts		1	
Petition for Exemption		1	
Petition for Merge Cases (Denied)		1	
<u>MOTIONS OF CONSUMER COUNCIL</u>			
Granted			7
Denied			7
Motion to Dismiss (Denied)			1
Petition for Postponement (Granted)			3



DOLORES COLBURG

September 13, 1976

Mr. Richard Hargesheimer
Researcher
Montana Legislative Council
State Capitol
Helena, Montana 59601

Dear Mr. Hargesheimer:

In response to your letter of August 23, enclosed is a copy of an updated position description for the elective office of Superintendent of Public Instruction.

If additional information pertaining to the duties and responsibilities or related matters of this office is required, Mr. Hargesheimer, please do not hesitate to let me know.

Sincerely,

A handwritten signature in cursive script that reads "Dolores Colburg".

DOLORES COLBURG
State Superintendent

DC:el
Enc.

STATE OF MONTANA

Position Description

Date: September 1976

Position: Superintendent of Public Instruction

POSITION PURPOSE:

To provide general supervision of the public schools and school districts in Montana.

DIMENSIONS:

Budget: \$6,445,878

Staff: 240

CONSTITUTIONAL RESPONSIBILITIES

The Superintendent of Public Instruction is an elective constitutional position.

The State Superintendent is an ex officio nonvoting member of both the Board of Public Education and the Board of Regents of Higher Education, and is one of five members of the executive branch composing the State Board of Land Commissioners.

STATUTORY RESPONSIBILITIES:

The Superintendent of Public Instruction is responsible to provide general supervision of the public schools of Montana; maintain records pertaining to the state's schools based largely on reports received from school officials; and extend the services, assistance and leadership necessary to improve the state's educational system. The State Superintendent has more than 100 duties and responsibilities principally contained in Chapter 57 of Title 75 of the Revised Codes of Montana.

The State Superintendent is authorized to request, accept and expend federal funds available for public schools and public education, and to accept and distribute federal monies for nonpublic education.

The Superintendent of Public Instruction serves as secretary to the State Board of Education, secretary to the Board of Public Education, executive officer of the Board of Public Education for vocational education purposes, member of the governing board of the Teachers' Retirement System, and member of the State Library Commission.

WORKING RESPONSIBILITIES:

The working responsibilities of the State Superintendent's office embrace six major areas: basic skills; vocational skills; finance, planning and evaluation; special and general services; information services; and administrative services. Efforts of the State Superintendent's office to serve teachers and school district officials take a variety of means and forms. More than 60 state and federal programs, involving a distribution of public funds to school districts for state equalization aid, pupil transportation, food services, federal impact aid and other purposes in excess of \$100 million, are administered by the office. The State Superintendent's office also provides assistance to teachers and schools through regional workshops, educational conferences, school visitations, making recommendations to the Board of Public Education for the accreditation of schools, approving educational programs, certifying administrative and teaching personnel, operating an audiovisual library, providing consultative and technical assistance to school officials, disseminating information, establishing statewide goals for education, and consultative services for numerous instructional areas.

Constant communication is maintained with more than 625 school districts, 800 public schools, 10,900 teachers and 56 county superintendents.

The scope of the State Superintendent's work requires close official working relationships with local, state, federal, and educational organizations and agencies.

CHANGES IN WORKLOAD:

The amount of legislation and appropriation of funds for public education by both the Montana Legislative Assembly and the Congress have an impact on the workload and responsibilities of the State Superintendent's office. In the past, uncertainty in federal funding has resulted in fluctuations in staffing patterns and workloads of individuals. On August 1, 1976 the staff consisted of 240 persons. The assumption of the staffs of the state's five special education regional services program, initiated as a consequence of state special education legislation enacted in the 1975 session of the Legislative Assembly, increased efforts by the State Superintendent to disseminate information to local district officials and the implementation of the Affirmative Action and Equal Educational Opportunities programs account for most of the increase in staff and workload of the State Superintendent's office.

In response to Senate Resolution No. 14, enacted in 1973, the Board of Public Education defined basic quality education as "a process which can enable students to transform their potential into actuality." Presently efforts are being made by the State Superintendent's office to encourage local school officials to adopt this philosophy for use in their schools.

REGIONALLY RANKED INCOME FOR
EDUCATION HEADS IN TEN WESTERN STATES

<u>State</u>	<u>Education Heads Income Rank</u>	<u>Salary Rank (a)</u>
Colorado	1	\$47,000
Utah	2	43,824
New Mexico	3	32,208
Nevada	4	28,829
North Dakota	5	28,000
Arizona	6	27,500
South Dakota	7	26,500
Idaho	8	23,000
Wyoming	8	23,000
MONTANA (b)	9	20,000

(a) As of July 1, 1976

(b) Montana's salary ranks the lowest of all states.

Source: Salary Survey, Council of Chief State School Officers.

State of Montana



M. James Sorte
District Judge

Calmer A. Erness
Court Reporter

District Court

Fifteenth Judicial District
Wolf Point, Montana 59201

August 31, 1976

Mr. Richard Hargesheimer, Researcher
Montana Legislative Council
State Capitol
Helena, Montana 59601

Dear Mr. Hargesheimer:

Re: Request of Montana Salary Commission
on position description as published
in the November 15, 1973 Report and
Recommendations of the Montana Salary
Commission

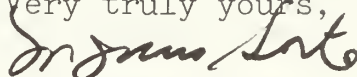
With reference to your letter dated August 23, 1976,
I think you could add the following to the position
description of the District Court Judges:

1. In Item 4 on Page 78 I think it would be accurate say that we not only preside in all formal juvenile proceedings but also the informal juvenile proceedings. The informal conferences with the Chief Probation Officer and parents can involve a considerable amount of time.
2. In Item 5 on Page 78 you might add to the part that says "to advise and counsel parents, guardians, and juveniles when requested to do so, on an informal basis," that we also may be called upon to give advice regarding trusts that have been established.
3. In addition, one of our primary duties one of these days will be to relitigate all of the water rights on all of the streams in Montana subject to litigation and to establish water rights.
4. In addition one of the really nagging and difficult duties that I have is to grant permission to persons

Page 2, letter dated 8/31/76 to Mr. Richard Hargesheimer,
Researcher, Montana Legislative Council, Re: Montana Salary
Commission.

under the age of eighteen to marry. I say nagging
because the parents are usually madder than hell that
they have to ask somebody, mad~~e~~ because we are not
right at the phone when they call and very much upset
if we have to tell them to come in at a certain time
because of our other scheduling.

5. In addition we issue gun permits, and here again,
although most of us are very much opposed to people
running around with guns in their pocket, the average
citizen feels that he has an absolute right to carry
one concealed.
6. Finally, I think some mention should be made of our
establishing a schedule throughout our District so
that we have definite days and dates that we will be
in the various counties of the District so that matters
can be properly noticed for hearing. This, together
with traveling outside the District, involves a
considerable amount of time spent driving. I know in
my own case I spend 400 hours a year, or more, driving.
I think I drive further than many because of the
distance to Helena and ~~my~~ being a member of the Board
of Crime Control.

Very truly yours,


M. James Sorte
District Judge

MJS/cae

APPENDIX II

Material Relating To
Salary of
Commissioner of Campaign Finances and Practices

NOVEMBER 1976
MONTANA SALARY COMMISSION

CAMPAIGN FINANCES AND PRACTICES

September 1976

<u>State</u>	<u>Office/Officer Responsible</u>
Alabama	Secretary of State
Alaska	Lt. Governor
Arizona	Secretary of State
Arkansas	Secretary of State
California	Political Practices Commission
Colorado	Secretary of State
Connecticut	State Elections Commission
*Delaware	State Election Commissioner
District of Columbia	D.C. Board of Elections
Florida	Elections Commission
Georgia	State Ethics Commission
Hawaii	Campaign Spending Commission
Idaho	Secretary of State
Illinois	State Board of Elections
Indiana	Clerks of Circuit Court
Iowa	Campaign Finance Disclosure Commission
Kansas	Ethics Commission
Kentucky	Registry of Election Finance
Louisiana	Supervisory Committees
Maine	Commission on Governmental Ethics
Maryland	Fair Campaign Financing Commission
*Massachusetts	Director of Campaign and Political Finance
Michigan	Political Ethics Commission
Minnesota	State Ethics Commission
Mississippi	Secretary of State
Missouri	Election Commission
*Montana	Commissioner of Campaign Finances and Practices
Nebraska	Secretary of State
Nevada	Secretary of State
New Hampshire	Secretary of State
New Jersey	Elections Commission
New Mexico	None
New York	State Board of Elections
North Carolina	State and County Boards of Elections
North Dakota	None
Ohio	Elections Commission
Oklahoma	State Election Board
Oregon	Secretary of State
Pennsylvania	Secretary of State
Rhode Island	Board of Elections
South Carolina	State Election Commission
South Dakota	Ethics Commission

<u>State</u>	<u>Office/Officer Responsible</u>
Tennessee	State and County Elections Commission
Texas	Secretary of State
Utah	State Auditor
Vermont	Secretary of State
Virginia	State Board of Elections
Washington	Public Disclosure Commission
West Virginia	Secretary of State
Wisconsin	Elections Commission
Wyoming	Secretary of State

*Respective salaries are: Delaware, \$12,000-16,000;
Massachusetts, \$22,000; Montana, \$21,000.

Source: U. S. Department of Commerce, Analysis of Federal
and State Campaign Finance Law, Dec. 1976.

Source: The Book of The States, 1976-1977, XXI, The Council of State Governments, 1976-

Administration of Campaign Finance Regulation. The administration of laws regulating campaign finance has become increasingly the task of independent commissions or boards established for this purpose. One half of the States now have such agencies. In general, the commission or board is created as an independent bipartisan agency whose members are appointed by the Governor, confirmed by both houses of the Legislature, and removable only by impeachment. This has been done in an attempt to vest the responsibility for regulating campaigns in officials who are protected from immediate political pressure. (For further detail see the article on "Ethics" in this edition.)

Nevertheless, in Illinois, the State Supreme Court ruled that the Governor could remove a member of the State Board of Elections (which is also responsible for campaign finance regulation) without cause at a time when there was a complaint against the Governor's campaign committee pending before the board. Also in Illinois, a district court judge ruled that the method of appointment of the State Board of Elections constituted a violation of state constitutional provisions prohibiting the Legislature from appointing executive officers.

The power granted to state boards and commissions ranges from the simple administration of the reporting requirements to audits, subpoena power, and quasi-judicial functions, including the imposition of substantial fines, removal of names from the ballot, or removal from office. The California Fair Political Practices Committee, for instance, has the power to assess fines of up to \$10,000 or three times the amount of an illegal contribution.

In order to make disclosure effective, States are beginning to develop automated systems of recording campaign reports for easy retrieval of specific information as well as cross-references and

analyses. Although all States permit access to basic information, including the use of photocopying equipment at a nominal charge, several routinely do little else to compile or utilize information.

STATUTORY RESPONSIBILITIES

23-4785. Commissioner — how appointed, qualifications, and offices.

(1) There is hereby created the position of commissioner of campaign finances and practices, who shall be appointed by a majority of a four (4) member selection committee which shall be comprised of the speaker of the house, the president of the senate and the minority floor leaders of both houses of the Montana legislature. However, if a majority of the members of the selection committee cannot agree upon the selection of a commissioner within thirty (30) days after the passage and approval of this act, the Montana supreme court shall appoint a fifth public member to the selection committee. The majority of the five (5) members of the selection committee shall then select the commissioner.

(2) The individual selected to serve as the commissioner of campaign finances and practices shall be appointed for a five (5) year term, but he shall thereafter be ineligible to serve as the commissioner of campaign finances and practices and shall be precluded from being a candidate for public office as defined in this act for a period of five (5) years from the time that his term as commissioner expires.

(3) If for any reason a vacancy should occur in the position of commissioner, a successor shall be appointed within thirty (30) days as provided in subsection (1) to serve out the unexpired term. An individual who is selected to serve out the unexpired term of a preceding commissioner shall be entitled to be reappointed for a five (5) year term as provided in subsection (1).

(4) The commissioner may be removed from office by impeachment as provided in sections 95-2801 and 95-2802, R. C. M. 1947. He may also be prosecuted by the appropriate county attorney for official misconduct as specified in section 94-7-401, R. C. M. 1947.

(5) The commissioner of campaign finances and practices shall receive an annual salary of twenty-one thousand dollars (\$21,000) and the salary commission may recommend salary increases to the legislature.

(6) The office of the commissioner shall be attached to the office of the secretary of state for administrative purposes only as specified in section 82A-108, except that the provisions of subsections (1)(b), (1)(c), (2)(a), (2)(b), (2)(d), (2)(e), and (3)(a) of section 82A-108, R. C. M. 1947, do not apply.

History: En. 23-4785 by Sec. 10, Ch. 480, L. 1975.

23-4786. Powers and duties of the commissioner. The commissioner shall exercise the following powers and perform the following duties:

(1) The commissioner of campaign finances and practices shall be responsible for investigating all of the alleged violations of the election laws contained in Title 23, R. C. M. 1947, and shall in conjunction with the county attorneys, be responsible for enforcing all of the state's election laws.

(2) The commissioner shall select an appropriate staff to enforce the provisions of Title 23, R. C. M. 1947, and he shall have the power to hire and fire all personnel under his supervision.

(3) The commissioner may hire or retain attorneys who are properly licensed to practice before the supreme court of the state of Montana to prosecute violations of Title 23, R. C. M. 1947. Any properly licensed attorney so retained or hired shall exercise the powers of a special attorney general and he shall have the power to prosecute, subject to the control and supervision of the commissioner and the provisions of section 23-4788, any criminal or civil action arising out of a violation of any provision of Title 23, R. C. M. 1947. All prosecutions shall be brought in the state district court for the county in which a violation has occurred or in the district court for Lewis and Clark County. The authority to prosecute as prescribed by this section includes the authority to:

(a) institute proceedings for the arrest of persons charged with or reasonably suspected of criminal violations of Title 23, R. C. M. 1947;

(b) attend and give advice to a grand jury when cases involving criminal violations of Title 23, R. C. M. 1947, are presented;

(c) draw and file indictments, informations, and criminal complaints;

(d) prosecute all actions for the recovery of debts, fines, penalties, and forfeitures accruing to the state or county from persons convicted of violating Title 23, R. C. M. 1947; and

(e) do any other act necessary to successfully prosecute a violation of any provision of Title 23, R. C. M. 1947.

(4) The commissioner shall prescribe forms for statements and other information required to be filed pursuant to Title 23, R. C. M. 1947, and furnish forms and appropriate information to persons required to file statements and information.

(5) The commissioner shall prepare and publish a manual prescribing a uniform system for accounts for use by persons required to file statements pursuant to Title 23, R. C. M. 1947.

(6) The commissioner shall accept and file any information voluntarily supplied that exceeds the requirements of Title 23, R. C. M. 1947.

(7) The commissioner shall prescribe the manner in which the county clerks and recorders shall receive, file, collate, and maintain reports filed with them under Title 23, R. C. M. 1947.

(8) The commissioner shall make statements and other information filed with his office available for public inspection and copying during regular office hours, and make copying facilities available free of charge or at a charge not to exceed actual cost.

(9) The commissioner shall preserve statements and other information filed with his office for a period of ten (10) years from date of receipt.

(10) The commissioner shall prepare and publish summaries of the statements received.

(11) The commissioner shall prepare and publish such other reports as he may deem appropriate.

(12) The commissioner shall provide for wide public dissemination of summaries and reports.

(13) The commissioner shall have the authority to investigate all statements filed pursuant to the provisions of Title 23, R. C. M. 1947, and shall also investigate alleged failures to file any statement or the alleged falsification of any statement filed pursuant to the provisions of Title 23, R. C. M. 1947. Upon the submission of a written complaint by any individual, the commissioner shall also investigate any other alleged violation of the provisions of Title 23, R. C. M. 1947, or any rule or regulation adopted pursuant thereto.

(14) The commissioner shall promulgate and publish rules and regulations to carry out the provisions of Title 23, R. C. M. 1947, and shall promulgate such rules in conformance with the Montana Administrative Procedure Act.

(15) The commissioner shall at the close of each fiscal year report to the legislature and the governor concerning the action he has taken, including the names, salaries, and duties of all individuals in his employ and the money he has disbursed. The commissioner shall also make further reports on the matters within his jurisdiction as the legislature may prescribe and shall also make recommendations for further legislation as may appear desirable.

(16) The commissioner shall be responsible for preparing, administering and allocating the budget for his office

(17) The commissioner shall have the power to inspect any records, accounts or books that must be kept pursuant to the provisions of Title 23, R. C. M. 1947, which are held by any political committee or candidate so long as such inspection is made during reasonable office hours.

(18) The commissioner shall have the power to issue orders of non-compliance as prescribed by section 23-4787.

(19) The commissioner shall exercise all of the powers conferred upon him by this act or any other provision of state law in any jurisdiction or political subdivision of the state.

(20) After receiving the final campaign contribution and expenditure report filed as required by Title 23, R. C. M. 1947, the commissioner shall inform the secretary of state, or the city or county clerk and recorder that each candidate who has been properly elected to any public office has filed his final contribution and expenditure report as specified in section 23-4778.

(21) The commissioner shall have the authority to administer oaths and affirmations, subpoena witnesses, compel their attendance, take evidence, and require the production of any books, papers, correspondence, memoranda, bank account statements of a political committee or candidate, or other records which are relevant or material for the purpose of conducting any investigation pursuant to the provisions of Title 23, R. C. M. 1947.

History: En. 23-4786 by Sec. 11, Ch. 480, L. 1975.

23-4787. Examination of statements and issuance of orders of non-compliance. (1) Each statement filed with the commissioner during an election or within sixty (60) days thereafter shall be inspected within ten (10) days after the date upon which the statement is filed. If a person has not satisfied the provisions of Title 23, R. C. M. 1947, the commissioner shall immediately notify a person of the noncompliance. Such an order of noncompliance shall be issued when:

(a) upon examination of the official ballot, it appears that the person has failed to file a statement as required by law or that a statement filed by a person does not conform to law; or

(b) it is determined that a statement filed with the commissioner does not conform to the requirements of Title 23, R. C. M. 1947, or that a person has failed to file a statement required by law.

(2) If an order of noncompliance is issued during a campaign period, or within sixty (60) days after an election, a candidate or political committee shall submit the necessary information five (5) days after receiving the notice of noncompliance. Upon a failure to submit the required information within the time specified, the appropriate county attorney or the commissioner shall have the authority to initiate a civil or criminal action pursuant to the procedures outlined in section 23-4788.

(3) If an order of noncompliance is issued during any other period than that described in subsection (2), a candidate or political committee shall submit the necessary information within ten (10) days after receiving the notice of noncompliance. Upon a failure to submit the required information within the time specified, the appropriate county attorney or the commissioner shall initiate a civil or criminal action pursuant to the procedures outlined in section 23-4788.

(4) A candidate or political treasurer aggrieved by the issuance of an order of noncompliance may seek judicial review in the district court of the county in which the candidate resides or the county in which the political committee has its headquarters. All petitions for judicial review filed pursuant to this act shall be expeditiously reviewed by the appropriate district court.

(5) Within one hundred twenty (120) days after the date of each election, the commissioner shall examine and compare each statement or

report filed with the commissioner pursuant to the provisions of Title 23, R. C. M. 1947, to determine whether a statement or report conforms to the provisions of the law. The examination shall include a comparison of all reports and statements received by the commissioner pursuant to the requirements of Title 23, R. C. M. 1947. The commissioner may investigate the source and authenticity of any contribution or expenditure listed in any report or statement filed pursuant to Title 23, R. C. M. 1947, or the alleged failure to report any contribution or expenditure required to be reported pursuant to Title 23, R. C. M. 1947.

History: En. 23-4787 by Sec. 12, Ch. 480,
L. 1975.

23-4788. Prosecutions and powers of the county attorney. (1) When the commissioner determines that there appears to be sufficient evidence to justify a civil or criminal prosecution as specified in section 23-4793, he shall notify the county attorney of the county in which the alleged violation occurred and shall arrange to transmit to the county attorney all information relevant to the alleged violation. If the county attorney fails to initiate the appropriate civil or criminal action within thirty (30) days after he receives notification of the alleged violation, the commissioner may then initiate the appropriate legal action.

(2) A county attorney may at any time prior to the expiration of the thirty (30) day time period specified in subsection (1) waive his right to prosecute and thereby authorize the commissioner to initiate the appropriate civil or criminal action as specified in section 23-4793.

(3) The provisions of subsection (1) do not apply to a situation in which the alleged violation has been committed by the county attorney of a county. In this instance, the commissioner is authorized to directly prosecute any alleged violation of Title 23, R. C. M. 1947.

(4) If a prosecution is undertaken by the commissioner, all court costs associated with the prosecution shall be paid by the state of Montana.

(5) Nothing in this act shall prevent a county attorney from inspecting any records, accounts, or books which must be kept pursuant to the provisions of Title 23, R. C. M. 1947, that are held by any political committee or candidate involved in an election to be held within the county. However, such inspections must be conducted during reasonable office hours.

(6) A county attorney shall have the authority to administer oaths and affirmations, subpoena witnesses, compel their attendance, take evidence, and require the production of any books, correspondence, memoranda, bank account statements of a political committee or candidate, or other records which are relevant or material for the purpose of conducting any investigation pursuant to the provisions of Title 23, R. C. M. 1947.

History: En. 23-4788 by Sec. 13, Ch. 480,
L. 1975.

23-4789. Right to inspect current accounts and reports. Every individual shall have the right to inspect any report or current account that must be kept or filed pursuant to the provisions of Title 23, R. C. M. 1947, but only if such inspection will occur during reasonable office hours and

APPENDIX III

"100 TOP-PAID STATE EMPLOYEES"

<u>Title</u>	<u>Agency</u>	<u>Salary</u>
1. Governor	Governor's Office	\$30,000
2. Executive Assistant	Governor's Office	\$33,751
3. Director, OBPP	Governor's Office	\$30,830
4. Deputy Superintendent	Supt. of Public Instruction	\$27,104
5. Director	Dept. of Fish & Game	\$30,723
6. Director	Dept. of Highways	\$30,725
7. Director	Dept. of Health	\$40,000
8. Chief, Preventive Health Bureau	Dept. of Health	\$33,766
9. Chief, Dental Health Bureau	Dept. of Health	\$30,803
10. Administrator, Animal Health Div.	Dept. of Livestock	\$32,978
11. Director	Dept. of Natural Resources & Cons.	\$30,725
12. Director	Dept. of Revenue	\$30,396
13. Director	Dept. of Community Affairs	\$30,725
14. Director	Dept. of Administration	\$30,841
15. Deputy Director	Dept. of Administration	\$26,723
16. Deputy Director	Dept. of Administration	\$26,723
17. Administrator, Investments Div.	Dept. of Administration	\$28,172
18. Director	Dept. of Institutions	\$42,500
19. Administrator, MH-MR Division	Dept. of Institutions	\$30,515
20. Administrator, Corrections Division	Dept. of Institutions	\$33,434
21. Clinical Director	B.R.S. & H.	\$39,774
22. Physician III	B.R.S. & H.	\$33,434
23. Superintendent	Galen State Hospital	\$40,176
24. Physician II	Galen State Hospital	\$30,515
25. Physician II	Galen State Hospital	\$30,844
26. Physician III	Galen State Hospital	\$33,766
27. Physician II	Galen State Hospital	\$30,844
28. Superintendent	State Prison	\$28,172
29. Hospital Administrator	Warm Springs State Hospital	\$30,515
30. Psychiatrist II	Warm Springs State Hospital	\$30,515
31. Physician II	Warm Springs State Hospital	\$30,844
32. Psychiatrist III	Warm Springs State Hospital	\$33,766
33. Superintendent	Warm Springs State Hospital	\$40,504
34. Psychiatrist IV	Warm Springs State Hospital	\$36,975
35. Psychiatrist II	Warm Springs State Hospital	\$30,515
36. Psychiatrist III	Warm Springs State Hospital	\$36,399
37. Physician III	Warm Springs State Hospital	\$33,434
38. Psychiatrist IV	Warm Springs State Hospital	\$36,647
39. Psychiatrist II	Warm Springs State Hospital	\$30,515
40. Psychiatrist II	Warm Springs State Hospital	\$30,515
41. Psychiatrist II	Warm Springs State Hospital	\$30,515
42. Psychiatrist II	Warm Springs State Hospital	\$30,515
43. Psychiatrist II	Warm Springs State Hospital	\$30,515
44. Physician II	Warm Springs State Hospital	\$30,844
45. Physician III	Warm Springs State Hospital	\$33,434
46. Physician III	Warm Springs State Hospital	\$33,434
47. Director	Dept. of Military Affairs	\$28,060
48. Director	Dept. of SRS	\$28,060
49. Director	Dept. of Lands	\$30,395
50. Legislative Auditor	Legislative Auditor's Office	\$28,895*

<u>Title</u>	<u>Agency</u>	<u>Salary</u>
51. Administrator, Engineering Div.	Dept. of Highways	\$28,172
52. Chief, Diagnostic Laboratory Bureau	Dept. of Livestock	\$27,406
53. Chief, Disease Control Bureau	Dept. of Livestock	\$27,406
54. Superintendent	B.R.S. & H.	\$27,842
55. Administrator, Legal Division	Dept. of Highways	\$26,067
56. Assist. Administrator, Engineering Div.	Dept. of Highways	\$26,157
57. Chief, Construction Bureau	Dept. of Highways	\$25,169
58. Administrator, Environmental Sciences Division	Dept. of Health	\$25,735
59. Deputy Director	Dept. of Revenue	\$25,735
60. Attorney General	Dept. of Justice	\$25,000
61. Deputy Director	Dept. of Fish & Game	\$25,735
62. Director	Dept. of Agriculture	\$25,479
63. Director	Dept. of Business Regulation	\$25,635
64. Hospital Administrator	Dept. of Institutions	\$25,405
65. Psychiatrist I	Warm Springs State Hospital	\$25,405
66. Psychiatrist I	Warm Springs State Hospital	\$25,735
67. Director	Dept. of Labor & Industry	\$25,635
68. Administrator, Employment Security Division	Employment Security	\$25,735
69. Administrator, Worker's Comp. Div.	Worker's Compensation	\$25,735
70. Director, Special & General Services	Public Instruction	\$25,498
71. Special Asst., Attorney General	Dept. of Justice	\$28,000
72. Deputy Legislative Auditor	Legislative Auditor's Office	\$24,954*
73. Legislative Auditor	Legislative Auditor's Office	\$24,095*
74. President	Northern Montana College	\$28,800
75. President	Montana Tech	\$28,350
76. Commissioner of Higher Education	Dept. of Education	\$39,250
77. President	Montana State University	\$37,500
78. President	University of Montana	\$36,750
79. Director of Health Services	University of Montana	\$36,084
80. Vice President for Administration	Montana State University	\$34,750
81. Dean	Montana State University	\$34,500
82. Vice President for Research	Montana State University	\$34,500
83. Vice President for Academic Affairs	Montana State University	\$33,700
84. Dean - College of Agriculture	Montana State University	\$33,000
85. Dean - College of Arts & Arch.	Montana State University	\$32,250
86. AES - Prof - Ag. Econ.	Agricultural Exp. Station	\$32,200
87. Vice President for University Ext.	Montana State University	\$32,000
88. Vice President - Fiscal Affairs	University of Montana	\$31,908
89. Dept. Head - Chemical Engineer	Montana State University	\$31,600
90. Dean - College of Letters	Montana State University	\$31,300
91. Dean - College of Education	Montana State University	\$31,250
92. Dean - Arts & Sciences	University of Montana	\$31,224
93. President	Eastern Montana College	\$31,908
94. Dean - School of Business	Montana State University	\$30,000
95. Deputy Comm. - Academic Affairs	Communications Office	\$30,000
96. Business Manager	Montana State University	\$29,750
97. Department Head - Micro. Biology	Montana State University	\$29,700
98. Department Head - Industrial Eng.	Montana State University	\$29,600
99. Department Head - Physics	Montana State University	\$29,600
100. Department Head - Chemistry	Montana State University	\$29,600

All of the above annual rates are for fiscal year '77, based on 2088 hours, except those flaged with *. Those reflect fiscal year '76 rates, based on 2080 hours.

APPENDIX IV
MONTANA UNIVERSITY SYSTEM

Inventory of 100 Highest Salaries
As of October 1, 1976

<u>RANK</u>	<u>SALARY</u>	<u>POSITION</u>	<u>LOCATION</u>	<u>INCUMBENT</u>
1	39,250 ¹	Commissioner of Higher Education	Comm. Off.	Lawrence K. Pettit
2	39,000 ²	President	UM	Richard Bowers
3	37,500	President	MSU	Carl W. McIntosh
4	36,084	Director, Health Services	UM	Robert B. Curry
5	34,750	Vice President for Administ.	MSU	William A. Johnstone
6	34,500	Dean, College of Engineering		
		Director, Eng. Ex. Station		
		Professor, Electrical Engineering	MSU	Byron J. Bennett
7	34,500	Vice President for Research		
		Exec. Director, ERF		
		Professor, Ag. Econ.		
		Acting Graduate Dean	MSU	Roy E. Huffman
8	34,056	Dean, Law		
		Professor, Law	UM	Robert E. Sullivan
9	33,700	Vice President for Acad. Affairs		
		Professor, Physics	MSU	Irving E. Dayton
10	33,000	Dean, College of Agriculture		
		Director, Ag. Exp. Station		
		Professor, Soils	MSU	Johan A. Asleson
11	32,250	Dean, Coll. of Arts and Arch.		
		Professor, Architecture	MSU	Harold C. Rose'
12	32,200	Professor, Ag. Econ & Econ	AES	Oscar R. Burt
13	32,000	Vice President for Univ. Ex.		
		Director, Coop. Exten. Service		
		Professor, Adult & Higher Ed.	MSU	Carl J. Hoffman
14	31,908	Vice Pres. for Fiscal Affairs	UM	A. Dale Tomlinson
15	31,600	Dept. Head, Chemical Engineering	MSU	Lloyd Berg
16	31,300	Director, Student Health Service		
		Physician	MSU	Donald H. Cheever
17	31,300	Dean, Coll. of Letters & Science		
		Professor, Education	MSU	John W. Jutila
18	31,250	Dean, College of Education		
		Professor, Education	MSU	Earl N. Ringo
19	31,224	Dean, Arts and Sciences		
		Professor, Botany	UM	Richard A. Solberg
20	30,324	Professor, Sociology		
		Director, Sponsored Prog. Admin.	UM	Gordon Browder
21	30,000 ²	President	NMC	Duane M. Leach
22	30,000 ²	President (Interim)	EMC	John Van de Wetering
23	30,000	Asst. Dean, College of Engineering		
		Professor, CEEM		
		Asst. Director, EES	MSU	George J. Herman
24	30,000	Dean, School of Business		
		Professor, Business	MSU	Harvey A. Larson
25	30,000 ²	President		
		Professor, Metallurgy & Mineral Proc.	MCMST	Fred DeMoney
26	30,000	Deputy Comm. For Academic Affairs	Comm. Off.	Vacant
27	29,956	Resident Admin. & Visiting Prof.		
		AFIT-MBA	UM	B.J. Bowlen

<u>RANK</u>	<u>SALARY</u>	<u>POSITION</u>	<u>LOCATION</u>	<u>INCUMBENT</u>
28	29,750	Business Manager		
		Treasurer	MSU	Thomas E. Nopper
29	29,700	Department Head, Microbiology	MSU	William G. Walter
30	29,600	Department Head, Elect. Engineering	MSU	Paul E. Uhlich
31	29,600	Department Head, Physics	MSU	Robert J. Swenson
32	29,600	Department Head, Indrs. Engr/Comp Sci	MSU	John A. Ritchey
33	29,600	Department Head, Chemistry	MSU	Edward W. Anacker
34	29,329	Dean, School of Liberal Arts		
		Professor of English	EMC	Robert M. Rodney
35	29,250	Chairman, Engineering Division		
		Professor, Engineering Science		
		Acting Dean of Academic Affairs	MCMST	Koehler Stout
36	29,148	Dean, Fine Arts	UM	Robert Kiley
37	29,100	Department Head, Plant & Soil Sci.		
		Professor Agronomy	AES	Kurt C. Feltner
38	29,100	Department Head Animal & Rge Science	AES	Robert C. Blackwell
39	29,100 ²	Department Head, Ag. Econ and Econ	MSU	Richard J. McConnen
40	29,000 ²	President (Interim)	WMC	George Bandy
41	29,000	Dean, Education	UM	David Smith
42	29,000	Director, MSU/MHD Program		
		Adj. Assoc. Professor, Physics	MSU	Wendland Beezhold
43	29,000	Professor, Veterinary Science	MSU	Jack E. Catlin
44	29,000	Professor, Metallurgy & Mineral Proc.		
		Director of Research	MCMST	Vernon Griffiths
45	28,896	Dean, Graduate School		
		Professor Chemistry	UM	John M. Stewart
6	28,850	School Director, Home Economics	MSU	Majorie B. Keiser
47	28,750	Assoc. Dean, College of Agriculture		
		Assist. Director, AES		
		Professor, Agronomy	MSU	Lark P. Carter
48	28,700	Department Head, Mechanical Engr.	MSU	Dennis O. Blackketter
49	28,668	Dean Pharmacy		
		Professor Pharmacy	UM	Philip Catalfomo
50	28,640	Chairman, Religious Studies	UM	Robert W. Funk
51	28,606	Dean, School of Education		
		Professor Education	EMC	Benedict J. Surwill
52	28,600	Professor Animal Science		
		Associate Director, AES	AES	Martin Burris
53	28,524	Dean Forestry		
		Director, Forest & Conserv. Exp. Sta.		
		Professor Forestry	UM	Robert F. Wambach
54	28,500	Department Head, Plant Pathology	AES	Eugene L. Sharp
55	28,373	Chairman, Division of HPER		
		Professor of Physical Education	EMC	Harold S. Alterowitz
56	28,200	Dean, School of Nursing		
		Professor Nursing	MSU	Anna M. Shannon
57	28,100	Department Head, Civil Engr & Engr		
		Mechanics	MSU	Theodore T. Williams
58	28,100	Department Head, Music	MSU	H. Creech Reynolds
59	28,000	Director of Management Systems	Comm. Off.	Ronald Near
60	28,000	Director, Physical Plant	MSU	Martin F. Whalen
1	27,755	Professor, Mathematics	UM	Robert McKelvey
62	27,500	School Director, Architecture	MSU	Ilmar Reinvald
63	27,204	Associate Professor, Business Admin.		
		Legal Counsel	UM	George L. Mitchell

<u>RANK</u>	<u>SALARY</u>	<u>POSITION</u>	<u>LOCATION</u>	<u>INCUMBENT</u>
64	27,084	Dean, Library Services		
65	27,000	Professor Library Sciences	UM	Earle C. Thompson
66	27,000	Program Coordinator	CES	Charles H. Rust
67	27,000	Deputy Commissioner for Finance	Comm. Off.	Jack Noble
		Director, Computer Center		
		Lecturer, Computer Science	MSU	Allan L. Lucke
68	27,000	Asst. Director, Business	MSU	Alfred L. Day
69	26,988	Director, University Facilities	UM	J.A. Parker
70	26,900	Professor Ag. Econ & Econ	MSU	Helmer C. Holje
71	26,847	Director, Institute for Habilitative Services		
		Professor Special Education & Guidance	EMC	John M. Dodd
72	26,810	Business Manager		
		Associate Professor Business	EMC	Kenneth W. Heikes
73	26,800	Adult Ed. and Human Develop. Spec.	CES	Burl Winchester
74	26,731	Professor Chemistry/Forestry		
		Director, UM Wood Chem. Res. Lab	UM	Fred Shafizadeh
75	26,664	Dean, Journalism		
		Professor Journalism	UM	Warren J. Brier
76	26,640	Academic Dean		
		Professor History & Social Science	WMC	Dale R. Tash
77	26,600	Department Head, Earth Science		
		Professor Geography	MSU	Milton J. Edie
78	26,500	School Director, Art	MSU	John W. Bashor
79	26,500	Professor Elementary Education	MSU	Willis C. Vandiver
80	26,400	Professor Plant and Soil Science and Agronomy		
		Professor Electrical Engineering	AES	Robert F. Eslick
81	26,400	Assist. Dean Education	MSU	Donald K. Weaver
82	26,350	Professor Education	MSU	John W. Kohle
83	26,270	Professor Religious Studies	UM	Ray L. Hart
84	26,100	Department Head, Ag. Eng.	MSU	William E. Larsen
85	26,000	Legal Assistant	Comm. Off.	Louis Forsell
86	26,000	Professor, Vet. Sci., Vet. Virology		
		Director, Medical Science/WAMI	MSU	Franklin S. Newman
87	26,000	Business Manager	MCMST	Victor Burt
88	26,000	Director, Bureau of Mines & Geology		
		State Geologist		
		Professor	Mines	Sidney L. Groff
89	25,924	Professor Elementary & Sec. Educ.	EMC	Stanley J. Heywood
90	25,800	Professor Animal and Range Science and Ag. Prod Util		
		Professor Plant Pathology	AES	J.C. Boyd
91	25,700	Department Head Sociology	AES	Gary A. Strobel
92	25,700	Director, Student Services	MSU	A'Delbert Samson
93	25,656	Professor Forestry	UM	J.A. Brown
94	25,608	Assoc. Dir, Montana Forest & Conserv. Exp. Station		
		Professor & Dean Vo-Tech Div.	UM	John D. Schultz
95	25,500	Director of Special Projects	NMC	Albert Vander Linde
96	25,500	Director, Libraries	Comm. Off.	Bill Lannan
97	25,500	Associate Professor		
		Department Head, Test & Counsel Serv.	MSU	Alice McClain
98	25,500	Professor Education		
		Department Head Agr. & Indust. Educ.	MSU	Albert Suvak
99	25,500	Professor Biology & Wild Life Mgmt	MSU	Max L. Amberson
100	25,500		MSU	Robert L. Eng

¹plus Rental Allowance

²plus House and Utilities
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APPENDIX V

SALARIES AND EXTRA BENEFITS OF
SELECTED STATE OFFICIALS AND EMPLOYEES

<u>POSITION</u>	<u>SALARY</u>	<u>EXTRAS</u>
Governor	\$30,000	\$42,775* plus car
Lt. Governor	20,500	-
Secretary of State	18,000	-
Attorney General	25,000	car provided
State Auditor	18,000	-
Supt. of Public Inst.	20,000	-
Public Service Commissioner	18,000	-
Commissioner of Campaign Finances and Practices	21,000	-
Chief Justice of Supreme Court	28,000	-
Associate Justices	27,000	-
District Judges	25,000	-
Clerk of Supreme Court	14,000	-
Commissioner of Higher Education	39,250	3,300 house allowance
President, U of M	39,000	house provided
" Montana State Univ.	37,500	house provided
" Eastern Montana College	30,000	house provided
" Northern Montana College	30,000	house provided
Montana College of Mineral Science and Technology	30,000	house provided
President Western Montana College	29,000	house provided
Director, Dept. of Insti- tutions	36,600	-
Admin., Corrections Div.	32,978	-
Admin, Adoptive Services Division	30,067	-
Admin., Management Services Division	20,757	-
Supt., Boulder River School & Hospital	27,773	-
Supt., Center for the Aged	19,577	-
Supt., Eastmont	19,577	-
Supt., Galen State Hosp.	39,692	house & phone provided
Supt., Mountain View School	21,413	1 meal daily
Supt., Pine Hills School	23,432	1 meal daily
Warden, Montana State Prison	28,061	house provided; commissary up to \$1,800; utilities, phone

Supt., Swan River Youth Camp	19,577	phone
Supt., Veterans Home	19,577	\$50 per month rent allow.;
		1 meal daily
Supt., Warm Springs	40,348	house provided

*Includes 2 1/2 FTE's (salaries and benefits), food, repairs and maintenance, utilities, phone, cleaning, minor equipment purchases, entertainment.

APPENDIX VI

MATERIAL RELATING TO SALARY
AND COMPENSATION OF
MONTANA LEGISLATORS

NOVEMBER 1976
MONTANA SALARY COMMISSION



The Big Sky Country

MONTANA SENATE SENATE

OFFICE OF THE PRESIDENT

RECEIVED

JUL - 8 1976

MONTANA LEGISLATIVE³⁶
COUNCIL

W. GORDON MCOMBER, PRESIDENT
DISTRICT NO. 6
TETON, PONDERA & TOOLE

July 7, 1976

Mrs. Rose Weber
Executive Secretary
Legislative Council
State Capitol Building
Helena, MT

Dear Mrs. Weber:

This is in answer to your question concerning Legislative intent on wage adjustment for legislators passed by the 1975 session.

Reference made to the state pay plan was for the purpose of arriving at a daily rate of pay to replace the \$20 per day previously paid. There was no intent to place the legislature on a annual salary or to pay the legislature overtime.

I have discussed this with Senator Lynch who made the amendment and with Senators Fasbender and Hazelbaker. They agree that the forgoing statement was the intent of the legislature.

Sincerely,

Senator Gordon McComber
President of the Senate

cc: Senator Lynch
Senator Fasbender
Senator Hazelbaker

HOUSE MEMBERS

ROBERT L. MARKS
CHAIRMAN

FRANCIS BARDANOUVE

OSCAR KVAALEN

PAT MC KITTRICK

ROSE WEBER
EXECUTIVE DIRECTOR

PAMELA DUENSING
ADMINISTRATIVE ASSISTANT

ROBERTA MOODY
SUPERVISOR, ALTER SYSTEM



Montana Legislative Council

State Capitol

Helena, 59601

SENATE MEMBERS

NEIL J. LYNCH
VICE CHAIRMAN

GLEN DRAKE

CARROLL GRAHAM

FRANK HAZELBAKER

DIANA DOWLING
DIRECTOR, LEGAL SERVICES;
CODE COMMISSIONER

ROBERT PERSON
DIRECTOR, RESEARCH

July 6, 1976

TO: Montana Salary Commission

FROM: Dick Hargesheimer, Council Researcher *DH*

RE: Salaries and Compensation of Montana Legislators

The salary and compensation of a Montana legislator is provided for in section 43-310, R.C.M. 1947.

The 1975 Montana Legislature amended section 43-310 to provide that a legislator receive \$40 per day in expenses and a salary equivalent to grade 8, step 1 of a classified state employee. *This change in 43-310 is effective on January 3, 1977.*

There is some question about what the change in 43-310 means in terms of a legislator's total compensation. (A copy of 43-310 is enclosed.) Grade 8, step 1, on the 1976-1977 salary matrix (State Wage and Classification Plan) provides for a salary of \$8,222. How, for instance, is this salary to be computed for a legislator -- hourly, weekly, annually, biennially?

For the purposes of computing a legislator's total compensation, I make the following assumptions. (1) A legislator receives a *salary* for those days during which the legislature is in session. The salary is based upon the hourly rate of a grade 8, step 1, classified employee, which is \$3.953. The *daily* salary is \$31.624. The weekly rate (at six days per week) is \$189.744. Assuming 90 legislative working days, a legislator's salary would be \$2,846.16 *for the biennium*. (2) A legislator receives \$40 per day in expenses for *every* day of a session, including Sundays. Assuming 90 legislative working days and 13 Sundays, a legislator's total expenses paid would be \$4,120 for the biennium. The total compensation then would be \$6,966.16 for the biennium, or \$3,483.08 on an annual basis. This figure assumes a 90-day session every two years.

A comparison of a legislator's compensation before and after January 3, 1977, is outlined below:

	<u>Before</u>	<u>After</u>
Annual	\$3,510	\$3,483.08
Biennial	\$7,020	\$6,966.16

The difference in compensation is accounted for by the fact that the legislature now meets 90 days every two years instead of 60 days every year.

Finally, by placing themselves in the state pay plan (grade 8, step 1), the legislature insured a cost-of-living increase for successive legislators without necessitating further amendments to section 43-310. The matrix on the pay plan provides for cost-of-living adjustments.

RH:ee

Enc.

cc: Rose Weber

LEGISLATORS TIED TO STATE PAY PLAN

By Steve Graham

Associated Press Writer

HELENA (P) - Under a proposal offered to the Montana Senate on Tuesday by Senate Majority Leader Neil J. Lynch, state legislators would get the same monthly pay as highway weigh-station operators, draftsmen and prison guards.

Lynch's plan was adopted by the Senate as an amendment to a bill that would increase the salary of state legislators beginning with the 1977 legislature.

Lynch's amendment would tie the salary of legislators to Step One of Grade Eight in the uniform pay plan under consideration for nearly all employes of the state.

Lynch, a Butte Democrat, said that tying legislative pay to the state pay plan would eliminate agonizing over lawmakers' salaries during every session of the legislature. He said use of the state pay plan to determine legislative salaries also would have the advantage of raising the pay of lawmakers automatically in line with inflation.

On Monday, the Senate debated and gave tentative approval to a House-passed bill that would raise to \$25 from \$20 the daily salary of lawmakers during legislative sessions. Also approved was an increase to \$40 from \$36 in the daily expense money allowed legislators while in session.

However, the bill was brought back for further Senate debate Tuesday after Lynch said he wanted to offer amendments to the proposal.

Stripped from the House version were provisions for an extra \$50 a month to legislative leaders and \$100 a month in expense money for legislators between legislative sessions.

Lynch said that under his amendment, legislators would make a flat \$685 a month during legislative sessions. He said the daily amount would work out to \$26.34.

On Monday, Sen. Richard Colberg, D-Missoula, assailed the time-honored practice of paying more expense money than salary to lawmakers.

He said the effect was that members of the legislature could avoid paying income taxes on money that was really income. He said it does not cost legislators \$40 a day each to live in Helena during legislative sessions.

APPENDIX VII

BILL NO. _____

INTRODUCED BY _____

A BILL FOR AN ACT ENTITLED: "AN ACT RELATING TO THE SALARIES OF CERTAIN STATE OFFICIALS AND AMENDING SECTIONS 23-4785, 25-501, AND 93-303, R.C.M. 1947."

BE IT ENACTED BY THE LEGISLATIVE ASSEMBLY OF THE STATE OF MONTANA:

Section 1. Section 23-4785, R.C.M. 1947, is amended to read as follows:

"23-4785. Commissioner -- how appointed, qualifications, and offices.

(1) There is ~~hereby-created-the-position-of~~ a commissioner of campaign finances and practices, who ~~shall-be~~ is appointed by a majority of a ~~four-(4)~~ member selection committee which ~~shall-be~~ is comprised of the speaker of the house, the president of the senate and the minority floor leaders of both houses of the Montana legislature. However, if a majority of the members of the selection committee cannot agree upon the selection of a commissioner within ~~thirty-(30)~~ days after the passage and approval of this act, the Montana supreme court shall appoint a fifth public member to the selection committee. The majority of the ~~five-(5)~~ members of the selection committee shall then select the commissioner.

(2) The individual selected to serve as the commissioner of campaign finances and practices ~~shall-be~~ is appointed for a ~~five-(5)~~ year term, but he ~~shall~~ is thereafter ~~be~~ ineligible to serve as the commissioner of campaign finances and practices and ~~shall-be~~ is

precluded from being a candidate for public office as defined in this act for a period of ~~five-(5)~~ years from the time that his term as commissioner expires.

(3) If for any reason a vacancy ~~should-occur~~ occurs in the position of commissioner, a successor shall be appointed within ~~thirty-(30)~~ days as provided in subsection (1) to serve out the unexpired term. An individual who is selected to serve out the unexpired term of a preceding commissioner ~~shall-be~~ is entitled to be reappointed for a ~~five-(5)~~ year term as provided in subsection (1).

(4) The commissioner may be removed from office by impeachment as provided in sections 95-2801 and 95-2802, R.C.M. 1947. He may also be prosecuted by the appropriate county attorney for official misconduct as specified in section 94-7-401, R.C.M. 1947.

(5) The commissioner of campaign finances and practices ~~shall-receive~~ receives an annual salary of ~~twenty-one-thousand dollars-(21,000)~~ \$22,500. ~~and-the~~ The salary commission may recommend salary increases to the legislature.

(6) The office of the commissioner shall be attached to the office of the secretary of state for administrative purposes only as specified in section 82A-108, except that the provisions of subsections (1)(b), (1)(c), (2)(a), (2)(b), (2)(e), and (3)(a) of section 82A-108, R.C.M. 1947, do not apply.

Section 2. Section 25-501, R.C.M. 1947, is amended to read as follows:

"25-501. Salaries of certain elected state officials. The annual salaries paid to certain elected officials of the state of Montana ~~shall-be-as follows~~ are:

Governor.....	\$30,000	<u>42,500</u>
Lieutenant Governor.....	\$20,500	<u>30,000</u>
Chief justice of the supreme court.....	\$28,000	<u>42,000</u>
Justices of the supreme court, each.....	\$27,000	<u>41,500</u>
Attorney general.....	\$25,000	<u>40,000</u>
State auditor.....	\$18,000	<u>25,000</u>
Superintendent of public instruction.....	\$20,000	<u>38,000</u>
Public service commissioners.....	\$18,000	<u>25,000</u>
State-treasurer.....	\$18,000	
Secretary of state.....	\$18,000	<u>25,000</u>
Clerk of the supreme court.....	\$14,000	<u>25,000</u>

Section 3. Section 93-303, R.C.M. 1947, is amended to read as follows:

"93-303. (8814) Salaries of district judges. The annual salary of each district judge ~~shall be twenty-five thousand dollars (\$25,000)~~ is \$40,000.

